

ACADEMIC APPOINTMENTS:

University of Tennessee Winston College of Law—Knoxville, TN

Director of Externships and Teaching Associate Professor, August 2026-present

- Coordinate and grow school's externship and field placement opportunities
- Lead the school's outreach, coordination, and collaboration with placement sites
- Train supervising attorneys
- Provide specialized advising to students about externship and public interest opportunities
- Teach externship courses and supervise field placements
- Collaborate with Assoc. Dean for Academic Affairs on adjunct hiring for externship classes
- Collaborate with faculty on proposing and instituting changes to the externship program
- Ensure compliance with ABA Standard 304
- Serve as faculty advisor for UT Pro Bono
- Teach additional classes as requested
- Serve on law school committees as requested

Lincoln Memorial University, Duncan School of Law—Knoxville, TN

Associate Dean for Academic Affairs and Assistant Professor of Law, April 2024-July 2026

- Set course schedules and teaching assignments each semester
- Set academic calendar
- Oversaw and enforced all academic policies applicable to students and faculty
- Coordinated midterm and final exam schedules
- Recruited, hired, trained, and supervised adjunct faculty
- Supervised faculty assistants and Director of Assessments
- Chair of Curriculum Committee
- Ex-Officio member of Academic Standards Committee
- Ex-Officio member of Academic Integrity Committee
- Chair of ad hoc committee appointed to revise programmatic learning outcomes and develop a curricular map and program-wide assessment plan (Spring 2024-present)
- Served on other committees at the request of the Dean:
 - Ad Hoc Faculty Governance Committee (2024-2025)
 - Faculty Assistant Recruitment Committee (2024-2025)
 - Student Public Interest Fellowship committee (2024-present)
- Oversaw responses to ABA Annual Questionnaire and law school compliance with various ABA Standards

Director of Experiential Learning and Assistant Professor of Law, Oct. 2020-April 2024

- Coordinated and oversaw Externship program

- Oversaw Law School compliance with ABA Standards 303 and 304 regarding Experiential Learning
- Worked with Associate Dean for Academic Affairs to oversee Experiential Learning courses and develop new courses, including simulation and clinical courses
- Led planning for Law School's professional identity formation curricular and non-curricular offerings
- Oversaw budget for experiential co-curricular programs (Moot Court and Mock Trial)
- Coordinated and developed non-curricular Experiential Learning opportunities (e.g., pro bono projects, internships, interdisciplinary partnerships, community partnerships)
- Initiated and supervised pro bono expungement clinic staffed by law students
- Initiated creation of Student Public Interest Fellowship program to fund unpaid public interest internships
- Chair, Experiential Learning Committee
- Served on additional faculty committees, as requested and assigned by Dean
 - Curriculum Committee, 2021-present
 - Admissions Committee, 2023-2024
 - Diversity, Equity, and Inclusion Committee, 2022-2023
- Member of LMU-wide Center for Interprofessional Education and Simulation (CIPES) Steering Committee
- Served as faculty advisor for Mock Trial program

Courses Taught:

- Externship I/II
- Pleadings & Practice (pre-trial litigation)
- The Successful Lawyer (required professional identity formation course)
- Legal Foundations (first-semester academic success course)
- Trial Advocacy
- Labor and Employment Law

LEGAL EMPLOYMENT EXPERIENCE:

Jennifer Morton Law, PLLC—Knoxville, TN

Associate Attorney (September 2008-August 2011; September 2013-September 2020)

Of Counsel (October 2020-December 2023)

- Litigated employment and civil rights cases, primarily representing employee-plaintiffs
- Participated in all aspects of pre-trial and trial litigation
- Provided consultations and negotiated resolutions for clients
- Served as trial counsel in multiple federal court civil trials
- Skilled in pre-trial litigation, including discovery, legal research and motions practice, brief writing
- Experienced in appellate advocacy, including arguing before Sixth Circuit Court of Appeals
- Served as neutral third-party investigator of workplace harassment/discrimination claims

U.S. Student Fulbright Fellowship/ International Organization for Migration—Amman, Jordan

Fulbright Fellow (September 2011-May 2012)

- Worked on public information campaign on rights of migrant domestic workers and laws combatting human trafficking
- Attended meetings with government representatives, NGOs, and non-profit organizations on efforts to combat human trafficking
- Conducted focus group meetings with victims of forced labor and human trafficking
- Conducted interviews with employers of migrant workers
- Conducted project evaluation and prepared assessment reports

Tennessee Court of Criminal Appeals, Honorable Joseph M. Tipton—Knoxville, TN

Judicial Law Clerk (August 2006-August 2008): Assisted in drafting and editing legal opinions; conducted research on variety of criminal law-related topics; prepared research memoranda; prepared legal education materials.

University of Tennessee College of Law Legal Clinic—Knoxville, TN

Student Attorney (August 2005-April 2006): Worked on various cases for low-income clients as a provisionally licensed student attorney; worked primarily on juvenile justice and housing cases; awarded 2006 Charles H. Miller Excellence in Civil Advocacy Award awarded annually to one clinical student.

University of Tennessee College of Law—Knoxville, TN

Graduate assistant for Professor Dean Hill Rivkin (August 2003-June 2006): Performed variety of research tasks related to classroom instruction and litigation, particularly in the fields of education law and environmental law.

Legal Aid Society of Middle Tennessee & the Cumberland—Oak Ridge, TN

Intern/Law Clerk (Summer 2004, Summer 2005): Assisted staff attorneys by researching various legal issues affecting low-income clients; wrote research memoranda; conducted intake and client interviews; prepared affidavits; collected evidence & documentation in preparation for administrative hearings; worked directly with clients losing TennCare (Medicaid); worked primarily on cases involving public benefits, low-income taxpayers, and special education.

EDUCATION:

University of Tennessee College of Law—Knoxville, TN

Juris Doctor, May 2006

Summa cum laude, class rank: 1/136

- *Honors:*
 - Outstanding Graduate, Class of 2006
 - Dean's List (highest honors, all semesters)
 - Graduate Assistantship award
 - Kolwyck & Tenn. Assoc. of Public Interest Law summer public interest fellowship recipient for 2004, 2005
 - Knoxville Auxiliary to the Tennessee Bar Association Award
 - West Publishing Company Award for outstanding performance in first-year study

- Multiple course-specific academic excellence awards
- *Activities & Membership:*
 - Articles Editor, *Tennessee Journal of Law & Policy*
 - 2006 Jessup International Law Moot Court Competition
 - UT Pro Bono executive committee and service: Immigrant Assistance Project (Coordinator), Family Justice Project, Saturday Bar, Volunteer Income Tax Assistance
 - Additional student activities: Just Democracy; International Law Society; Student Bar Association; Muslim Law Students Association

University of Tennessee—Knoxville, TN

Bachelor of Arts, Dec. 2002

Summa cum laude

University Honors Scholar

- *Majors:* History and Sociology
- *Honors:* Top graduate in College of Arts and Sciences; Dean's list (all semesters); Bicentennial Scholarship; Alumni Valedictorian Scholarship; History Department Len Graf Scholarship; University Honors Program; Phi Beta Kappa; Golden Key International Honor Society; National Society of Collegiate Scholars

PROFESSIONAL LICENSURES and CERTIFICATIONS

- License to practice law, State of Tennessee (active)
- Admitted to practice in federal court:
 - U.S. District Court, Eastern District of Tennessee
 - U.S. Court of Appeals for the Sixth Circuit
- Tennessee Rule 31 General Civil Mediator (lapsed as of 2023)

PROFESSIONAL MEMBERSHIPS and BAR SERVICE:

Association for American Law Schools (fee-paid law school member)

Sections on Pro-Bono and Public Service Opportunities, Civil Rights, Employment Discrimination Law, Labor Relations and Employment Law, and New Law Professors.

Clinical Legal Education Association (2023-2025)

Hearing Panel, Tennessee Board of Professional Responsibility (2020-present)

Tennessee Bar Association

Co-Editor, TBA Labor & Employment Connect (2023-present)

Labor and Employment Executive Council (2019-present, Chair in 2025-2026)

Knoxville Bar Association

Past member, Board of Governors (2018)
Open Service Project Task Force (2015-2017)

Hamilton-Burnett Chapter of the American Inns of Court

Executive Committee (2021-present, currently President-elect)

East Tennessee Lawyers Association for Women

Outreach Chair and Board member (2019-2021)

Member, Magistrate Judge Merit Selection Panel, U.S. District Court, Eastern District of Tennessee (2021, 2018)

Tennessee Employment Lawyers Association (2008-2022)

Board member (2017-2022)

Amicus committee (2014-2022)

Vice President (2019-2020)

OTHER BOARD SERVICE and LEADERSHIP:

- Muslim Community of Knoxville: President (2018-present); Board member (2007-2009; 2014-present)
- American Muslim Advisory Council Board member (2017 to present)
- American Center for Outreach Board member (2017-2019)

PROFESSIONAL HONORS and AWARDS:

- 2024 Spirit of Justice Award, East Tennessee Lawyers Association for Women
- Tennessee Bar Association Leadership Law Class of 2022
- 2022 Law Through Liberty Award presented by Knoxville Bar Association Barristers
- 2021 Fellow, Knoxville Bar Foundation
- Recognized by the Tennessee Supreme Court as an “Attorney for Justice” for pro bono service: 2019-present

PUBLICATIONS:

SCOTUS to Decide on Several Cases Impacting Employment Litigation This Term, TBA LABOR & EMPLOYMENT CONNECT (November 2024).

The Supreme Court Eschews a Heightened Standard for Proving Adverse Action in Discriminatory Transfer Cases, TBA LABOR AND EMPLOYMENT CONNECT (August 2024).

Legal Education in Knoxville's Law Schools Under the New ABA Accreditation Standards on Professional Identity Development and Bias, Cross-Cultural Competency, and Racism, KBA DICTA (Aug. 2022) (co-written with Paula Schaeffer, Univ. of Tennessee).

Employee Doesn't Get the Benefit of Employer's Bad Grammar (case summary), TBA LABOR AND EMPLOYMENT CONNECT (February 2022).

On Being Normal (part of a series entitled *What I've Learned about Diversity and Inclusion and Why It Matters*), KBA DICTA (March 2021).

Sixth Circuit Reverses Summary Judgment on Assistant Principal's Gender Discrimination Claim, TBA LABOR AND EMPLOYMENT CONNECT (August 2019).

Comment, *CLEAR Act of 2003: When the Wars on Terrorism and Immigration Collide*, TEN. J. L. & POL'Y, vol. 2, 2 (Winter 2005).

SAMPLE PRESENTATIONS, CLEs, and MEDIA APPEARANCES

From the Margins to the Mainstream: There's Power in Our Stories, moderator for CLE panel presentation for the Knoxville Bar Association, Knoxville, TN (September 2025).

Values-Based Professionalism, CLE presentation at Tennessee Bar Association Labor & Employment Law Section Annual Forum, Nashville, TN (May 2025).

The Value of Mentorship: The Recent Graduate/New Lawyer's Guide to Success, moderator for CLE panel presentation for the Hamilton Burnett Chapter of the American Inns of Court, Knoxville, TN (September 2023).

Creating Community Through Connections: Enhancing the Externship Experience, AALS Clinical Conference (May 2024).

FMLA & ADA Common Overlapping Issues, CLE recorded for the Tennessee Bar Association, online (recorded December 2022).

Standing, Kneeling, and the State of the First Amendment, CLE panel presentation for the Knoxville Bar Association, online (April 2021).

The Evolution of Social Justice in Employment Law, CLE presentation to the Hamilton Burnett Chapter of the American Inns of Court, online (February 2021).

Appearance, WBIR Channel 10 News segment on COVID policies and workplace rights (November 2020).

A Discussion on Employment Law, CLE panel presentation for the Knoxville Bar Association, online (July 2020).

Taking the Case, CLE presentation to the Hamilton Burnett Chapter of the American Inns of Court, Knoxville, TN (September 2019).

Sixth and Seventh Circuit Case Law Roundup, Presentation at the National Employment Lawyers Association Annual Convention, Chicago, IL (June 2018).

Representing Muslims in Employment Discrimination Cases, CLE presentation at the Project South Conference at Vanderbilt University College of Law (Nov. 2017) and University of Tennessee College of Law (March 2018).

Changing Course of Legal Protections for Pregnant and Breastfeeding Employees, CLE presentation at the Tennessee Bar Assoc. Labor & Employment Law Section Annual Forum, Nashville, TN (May 2017).
